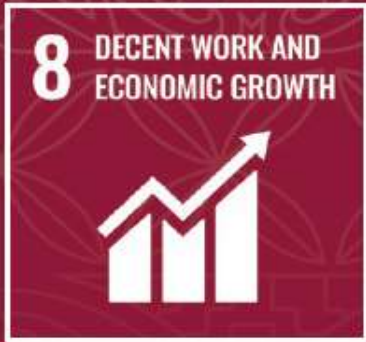




الجامعة الهاشمية
The Hashemite University



**Sustainable
Development
Report 2022-2023**
*Decent Work &
Economic Growth*



“Promote Sustained, inclusive and sustainable growth, full and productive employment and decent work for all”

EMPLOYMENT PRACTICE

Employment practice living wage

The Hashemite University, being a governmental institution, is obligated to adhere to the Ministry of Labor’s regulations, which mandate paying all employees and faculty members a wage that meets the minimum standard. **Labor Law - Ministry of labor**, *“The employer shall be punished with a fine of no less than five hundred dinars and not more than one thousand dinars for each case in which he pays a worker a wage less than the minimum wage or for any wage discrimination between the sexes for work of equal value, in addition to the ruling for the worker with a wage difference and doubled Punishment whenever the violation is repeated”*. It is worth noting that, in accordance with the payroll regulations, the Hashemite University does, indeed, comply with the minimum wage requirements.





Employment practice unions

The Hashemite University acknowledges labor unions and their rights. For example, the university and the Jordanian Geologists Union explored the establishment of an institutional collaboration focused on training union members for employment, certification, and coordinating the organization of seminars, workshops, and specialized conferences.

Moreover, during a meeting with the Jordan Engineers Association, the university has discussed several things, as shown below, that will help graduates of the College of Engineering and prepare them for competition in the job market.

1. The methods to strengthen collaboration between the union and the university and ways to improve engineering education.
2. The role that professional syndicates can play.
3. The collaboration with the syndicate as a strategic collaborator in shaping and enhancing curriculum plans for the Faculty of Engineering and exploring other areas of cooperation aimed at societal development and the elevation of the skill levels of engineering college graduates.





Employment policy on discrimination

The Hashemite University is a non-discriminatory institution that upholds equal opportunities for individuals, regardless of religion, sexuality, gender, or age, among others (i.e. color, race, ethnicity, nationality, marital status, or disability). Based on job descriptions and positions, this includes, for instance, eliminates any form of discrimination regarding recruitment, occupational safety and health, training opportunities, paying wages, accessing university facilities and services, performance assessment and promotion, and social security.

For instance, the university facilities and services are accessed in an equal way by all candidates and members, contingent upon their qualifications, merit, needs, and eligibility. The facilities encompass classrooms, libraries, offices, laboratories, meeting rooms, sports facilities, along with other facilities, which should be utilised without any form of discrimination. Services could include, but are not limited to, registration, admission, scholarship, recruitment, subscriptions, complaints, appeals, and other similar issues. Likewise, all university members are available to participate in all the university practices, contingent on their credentials and eligibility. These practices, for instance, encompass teaching, learning, research, and mentoring.

All university stakeholder groups are responsible for creating and maintaining a discrimination-free environment., where engaging in any form of discrimination will be subjected to remedial and disciplinary action.





Employment policy modern slavery

The Hashemite University HU is unwavering in its commitment to ensuring the well-being of individuals and stands firmly against modern slavery, forced labor, human trafficking, and child labor. This policy applies to all university employees, students, contractors, suppliers, and other stakeholders who engage with Hashemite University. It covers all activities carried out on university premises and extends to off-campus activities directly associated with the university.



Employment policy pay scale equity

As a part of the anti-discrimination behaviour, the Hashemite University maintains pay equity by using the same salary scale for both female and male faculty members and non-academic employees. Salaries and allowances are determined based on job descriptions and positions, without regard to religion, sexuality, gender, or age, among others.



Employment practice appeal process

Every right and privilege is outlined within a legally binding contract between the university and its employees.





STATISTICS

Number of Employees in 2022

1,727



Number of Academic Staff in 2022

832



Number of Students in 2022

28,288



University Expenditure in 2022

JOD 42,886,169

